

## CLAIMS

What is claimed is:

- 1) A computer-implemented method for providing performance measurement of an evaluatee, wherein the method comprises:
  - accessing an online performance measurement program on a distributed network access device;
  - electing an online 90 degree or 360 degree evaluation;
  - completing an online self evaluation;
  - completing the elected evaluation;
  - aggregating the results of the evaluations; and
  - sending feedback relating to the evaluation to the evaluatee.
- 2) The method of claim 1 additionally comprising setting objectives for an evaluation period and recording the objectives in the computer implementing the system.
- 3) The method of claim 1 additionally comprising applying a digital signature to a report containing the aggregated results.
- 4) The method of claim 1 additionally comprising listing on a to do list outstanding tasks relating to completion of the performance measurement.
- 5) The method of claim 1 additionally comprising linking compensation processes to the evaluation.
- 6) The method of claim 1 additionally comprising linking promotion processes to the evaluation.
- 7) The method of claim 1 additionally comprising listing completed tasks.

1 8) The method of claim 1 wherein a interaction with the computer system implementing the  
2 performance measurement can be accomplished in multiple languages.

3 9) The method of claim 1 additionally comprising selecting evaluators from a list of  
4 appropriate personnel relative to the evaluatee.

5 10) The method of claim 1 wherein the evaluations include contribution and competency  
6 categories.

7 11) The method of claim 10 wherein the competency category comprises detail ratings.

8 12) A computer system for providing performance measurement of an evaluatee, the system  
9 comprising:

10 a computer server accessible with a network access device via a communications  
11 network; and

12 executable software stored on the server and executable on demand via the network  
13 access device, the software operative with the server to cause:

14 access an online performance measurement program on a distributed network access  
15 device;

16 elect an online 90 degree or 360 degree evaluation;

17 complete an online self evaluation;

18 complete an elected evaluation;

19 aggregate the results of the evaluations; and

20 send feedback relating to the evaluation to the evaluatee.

21 13) The computer system of claim 12 wherein the network access device comprises a  
22 computer.

1 14) The computer system of claim 13 wherein the communication network conforms to the  
2 transmission control protocol/internet protocol.

3 15) The computer system of claim 12 wherein the computer communication network  
4 comprises an intranet.

5 16) The computer communications system of claim 12 additionally comprising a WEB  
6 interface for accessing the executable software stored on the server storage medium.

7 17) Computer executable program code residing on a computer-readable medium, the  
8 program code comprising instructions for causing the computer to:

9 access an online performance measurement program on a distributed network access  
10 device;

11 elect an online 90 degree or 360 degree evaluation;

12 complete an online self evaluation;

13 complete an elected evaluation;

14 aggregate the results of the evaluations; and

15 send feedback relating to the evaluation to the evaluatee.

16 18) The computer executable program of claim 17 wherein the computer communications  
17 network is a Transmission Control Protocol/Internet Protocol network.

18 19) A computer data signal embodied in a digital data stream comprising data including,  
19 wherein the computer data signal is generated by a method comprising the steps of:

20 accessing an online performance measurement program on a distributed network access  
21 device;

22 electing an online 90 degree or 360 degree evaluation;

23 completing an online self evaluation;

1 completing the elected evaluation;

2 aggregating the results of the evaluations; and

3 sending feedback relating to the evaluation to the evaluatee.

4 20) A computer data signal as in claim 19 wherein the signal generated adheres to the  
5 transmission control protocol/internet protocol.

6 21) A system for providing a performance evaluation, comprising:

7 an interface module, said interface module presenting to an evaluator an evaluation form  
8 in a first language, said evaluator inputting evaluation information regarding an evaluatee into  
9 said evaluation form;

10 an evaluation data database for storing said evaluation information; and

11 a feedback generator retrieving said evaluation information from said evaluation data  
12 database and placing said evaluation information into a feedback form;

13 wherein said interface module presents said feedback form to said evaluatee in a second  
14 language.

15 22) The system of claim 21, wherein said evaluator inputs comments in said first language  
16 and said feedback form is presented to said evaluatee in said second language and said comments  
17 in said first language.

18 23) The system of claim 21, wherein said evaluatee inputs comments in said second  
19 language, said feedback form is presented to said evaluator in said first language and said  
20 comments in said second language.

21 24) The system of claim 21, further comprising an evaluation management module for  
22 monitoring said evaluation information in said evaluation data database and generating status  
23 information regarding said performance evaluation.

1 25) The system of claim 24, wherein said status information is to do information.

2 26) The system of claim 24, wherein said status information is completion data information.

3 27) The system of claim 24, wherein said status information is communicated via electronic  
4 mail.

5 28) A method for providing a performance evaluation, comprising the steps of:

6 presenting to an evaluator an evaluation form in a first language,

7 receiving from said evaluator evaluation information regarding an evaluatee via said  
8 evaluation form;

9 storing said evaluation information into an evaluation data database;

10 retrieving said evaluation information from said evaluation data database;

11 placing said evaluation information into a feedback form; and

12 presenting said feedback form to said evaluatee in a second language.

13 29) The method of claim 28, further comprising the steps of:

14 receiving from said evaluator comments in said first language; and

15 presenting said feedback form to said evaluatee in said second language and said  
16 comments in said first language.

17 30) The method of claim 28, further comprising the steps of:

18 receiving from said evaluatee comments in said second language; and

19 presenting said feedback form to said evaluator in said first language and said comments  
20 in said second language.

21 31) The method of claim 28, further comprising the steps of:

22 monitoring said evaluation information in said evaluation data database; and

23 generating status information regarding said performance evaluation.

1 32) The method of claim 31, wherein said status information is to do information.

2 33) The method of claim 31, wherein said status information is completion data information.

3 34) The method of claim 31, wherein said status information is communicated via electronic  
4 mail.

5 35) A system for providing an evaluation, comprising:

6 a plurality of assessment criteria;

7 a ratings scale for rating an evaluatee's performance with respect to said plurality of  
8 assessment criteria;

9 an assessment engine for storing and presenting said rating information; and

10 a configuration tool for modifying said plurality of assessment criteria and said ratings  
11 scale.

12 36) The system of claim 35, wherein said plurality of assessment criteria includes detailed  
13 performance criteria for assessment and said configuration tool modifies said detailed  
14 performance criteria.

15 37) The system of claim 35, wherein said evaluatee is an employee.

16 38) The system of claim 35, wherein said evaluatee is a vendor.

17 39) The system of claim 35 wherein said evaluatee is a product.

18 40) The system of claim 35 wherein said evaluatee is a service.

19 41) The system of claim 35, wherein said rating of said evaluatee includes said evaluatee's  
20 contribution with respect to at least one of said plurality of assessment criteria.

21 42) The system of claim 35, wherein said rating of said evaluatee includes said evaluatee's  
22 performance with respect to at least one of said plurality of assessment criteria.

1 43) The system of claim 35, wherein said rating of said evaluatee includes an importance  
2 measure with respect to at least one of said plurality of assessment criteria.

3 44) The system of claim 35, further comprising at least one comment area for receiving  
4 comment information and wherein said configuration tool modifies said at least one comment  
5 area.

6 45) A method for providing an evaluation, comprising:

7 selecting a plurality of assessment criteria;

8 selecting a ratings scale for rating an evaluatee's performance with respect to said  
9 plurality of assessment criteria;

10 receiving rating information for said evaluatee based on said plurality of assessment  
11 criteria and said ratings scale;

12 presenting a assessment of said evaluatee based on said rating information.

13 46) The method of claim 45, wherein said plurality of assessment criteria can include detailed  
14 performance assessment criteria and further comprises the step of

15 selecting said detailed criteria.

16 47) The method of claim 45, wherein said evaluatee is an employee.

17 48) The method of claim 45, wherein said evaluatee is a vendor.

18 49) The method of claim 45 wherein said evaluatee is a product.

19 50) The method of claim 45 wherein said evaluatee is a service.

20 51) The method of claim 45, wherein said rating information of said evaluatee includes said  
21 evaluatee's contribution with respect to at least one of said plurality of assessment criteria.

22 52) The method of claim 45, wherein said rating information of said evaluatee includes said  
23 evaluatee's performance with respect to at least one of said plurality of assessment criteria.

1 53) The method of claim 45, wherein said rating of said evaluatee includes an importance  
2 measure with respect to at least one of said plurality of assessment criteria.

3 54) The method of claim 45, further comprising the step of:  
4 selecting at least one comment area for receiving comment information.

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